Approved For Release 2004/03/11: CIA-RDP80M00165A 1100130001-

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27 December 1977 9000

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MEMORANDUM TO: Director of Central Intelligence

FROM

: Thomas E. Harvey

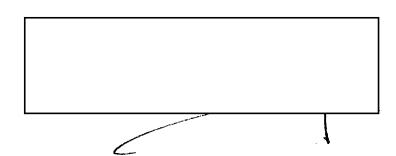
SUBJECT

Women in the CIA

You recently asked that I compile information for you comparing percentages of women employed by the CIA in various grades with the percentage of total Agency employees at those grades. The attached material makes those comparisons. Raw numbers are included to put these percentages into a more meaningful context.

This data is available through the Agency's EEO office Federal Women's Program Coordinator). It is updated monthly, as is like information regarding the employment of other minorities within the Agency.

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Room 2

Washington, D.C. 20543 December 9, 1977

Admiral Stansfield Turner Director, Central Intelligence Agency Washington, D.C. 20505

Dear Admiral Turner:

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I appreciate your having directed to obtain information concerning the number of women employed by the Agency in professional positions. As I indicated to you at lunch at the Supreme Court, I am much more interested in your knowing the answer than in my knowing it.

stated in his letter that the Director of Personnel had had to compile this information in order to respond to my inquiry. I was disappointed at lunch that you did not have even a general idea of the percentage of women professionals employed by the Agency; I am astonished that your Director of Personnel did not know the answer and had to compile it specially for this request. You suggested at lunch that it was hard to find women to fill supergrade jobs at the Agency since so few had the necessary experience. I suggest that you will continue to have that difficulty even where there are qualified women unless the Agency alters its perspective.

I also note that the figures show that even in 1977, when 20% of the new professional employees hired were women, not one of those women was hired for a supergrade position. I realize that this is a difficult period for the Agency with respect to its personnel policies, but it seems that you, as Director of the Agency and as its public voice, must become more sensitive to the Agency's stance towards women as professionals. I might add, in this regard, that your reference to two lawyers, myself and my co-clerk, as "pretty girls" does not promote confidence in your progress towards that goal.

Ellen S. Silberman

cc Thomas E. Harvey

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Central Intelligence Agency



Washington, D. C. 20505

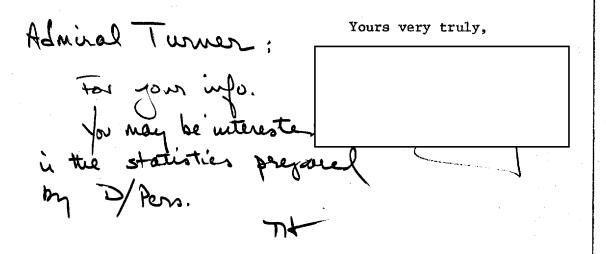


6 December 1977

Ellen Silverman, Esq. Clerk to Mr. Justice Marshall United States Supreme Court 1 1st Street, N. E. Washington, D. C. 20543

Dear Ms Silverman:

At lunch on November 17th, you asked Admiral Turner how many women were employed in professional positions at the CIA. I asked the Director of Personnel to compile that information and enclose the same.



18 November 1977

MEMORANDUM	FOR:	Director of Personnel	
FROM	g •		
SUBJECT	:	Female Agency Officers	3

- 1. At a luncheon with the clerks of the Supreme Court, Ms. Ellen Silverman, clerk to Mr. Justice Marshall, asked the Director a question regarding the number of women officers at the Agency. While he did not have a ready response, he told her that I would respond to her question.
- 2. Does your office maintain data on the number of women employed by the Agency and their grade? If so, may I have a copy.
 - 3. Thank you.

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	Acting Director of Personnel 5E58 HQS	6825	1 9 DEC ₁₉₇₇	
TAT	Acting Deputy Director for Administration		This is in response to your request that we add the percentage of the Agency to the original report on the percentage of women at each grade.	
	Special Assistant/DCI 7D61 HQS			S
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			OP/SPD (16 Dec	S ⁻

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PNES 77-3643

18 November 1977

MEMORANDUM FOR: Director of Personnel

FROM : Thomas E. Harvey

SUBJECT : Female Agency Officers

- 1. At a luncheon with the clerks of the Supreme Court, Ms. Ellen Silverman, clerk to Mr. Justice Marshall, asked the Director a question regarding the number of women officers at the Agency. While he did not have a ready response, he told her that I would respond to her question.
- 2. Does your office maintain data on the number of women employed by the Agency and their grade? If so, may I have a copy.
 - 3. Thank you.

Thomas E. Harvey

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